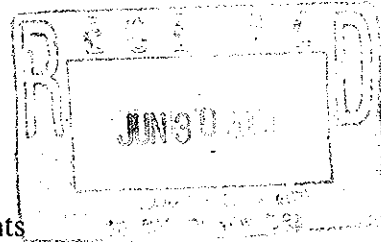


To: Judge Robert Drain
Docket Number 05-44481 (RDD)

Subject: Athens Wind Down / Severance Commitments

Date: June 23, 2009



It was announced on June 22, 2007 that Delphi Athens would be wound down. At that time, there were approximately 175 salaried employees on the active roles. As wind down plans were developed, it became obvious that the amount of work and complexity would require dedicated Management resources for two full years in order to complete the transition. During these two years, approximately two thirds of the employees have left Delphi. Today, there are 58 regular active salaried employees who have remained dedicated to a successful wind down.

In November/December, 2008, at the direction of the Delphi Steering Leadership, release of claims contracts were signed for each employee, still at work. These contracts specified Severance Payments and tentative release dates. Since then, Delphi has made changes to its severance program; however, continuing to communicate that Delphi would honor previously signed contracts with Athens' employees under the Separation Allowance Plan.

Now June, 2009, with cease of production nearly complete, Delphi announces a tentative restructuring agreement, whereby they intend to back out of their previous contractual commitments to the Athens salaried employees, made via the signed release of claims contracts.

Attached you will find the following documents, in support our claim:

- One example of the release of claims contract, that has been signed by 58 Athens employees
- Separation Allowance Plan (revised November 2008)
- December 5, 2008 Memo from J. Sheehan & Kevin Butler detailing SAP changes "for employees who have not previously signed a release of claims agreement"
- Feb. 5, 2009 Memo from John Sheehan and Kevin Butler detailing "previously approved commitments to employees (e.g. specific wind down situations)"

There have been many other offers/communications to employees in wind down situations in attempt to retain critical human resources. The people have fulfilled their commitment to wind down the Athens Site, yet now, Delphi does not want to comply with its commitments to these dedicated people.

Collectively, each and every one of us made decisions that impact our livelihood, families, and futures BASED on severance contracts that Delphi had promised. Please remedy this situation, by fulfilling these severance commitments.

Your anticipated cooperation is appreciated. We anxiously await a response.

Sincerely,

58 Signatures Attached
Active Delphi Athens Salaried Employees
As of this Date

CC: Frederick "Fritz" Henderson, CEO GM
Gary Cowger, V.P. Global Manufacturing and Labor Relations
John Buttermore, V.P. Global Manufacturing, GM
Tom Gores, CEO Platinum Equity
Phil Norment, Partner Platinum Equity
Ron Bloom, Auto Task Team
Judge Robert Drain, US Bankruptcy Judge
Rodney O'Neal, CEO Delphi
Kevin Butler, V.P. H.R. Delphi
John Sheehan, CFO Delphi

Via certified Mail

These 58 signatures have read/agree with the letter dated June 23, 2009, subject: "Athens Wind Down, Severance Commitments".
2009 Pending Severance

	NAME	DIN	SERVICE DATE			EMAIL ADDRESS	SIGNATURE
			YEAR	MONTH	DATE		
1	Adams, Charles	1005316	1979	01	16	charles.adams@delphi.com	Charles Adams
2	Addison, David	1004352	1981	05	27	dacactus1@charter.net	William J. Addison
3	Aparo, Frank	1001701	1979	01	09	frank.aparo@delphi.com allen.babb@delphi.com	Frank Aparo
4	Babb, James A	1016071	1979	06	01	alababb@bellsouth.net	James A. Babb
5	Blankenship, John	1005489	1976	07	19	john.blankenship@delphi.com	John Blankenship
6	Blankenship, Sam	1004551	1976	08	23	sam.c.blankenship@delphi.com	Sam Blankenship
7	Brinkman, William	1016143	1971	04	05	william.brinkman@delphi.com	William H. Brinkman
8	Byers, William	1004933	1978	06	16	butch.j.byers@delphi.com	William J. Byers
9	Case, Arthur R	1004707	1976	05	24	roy.case@delphi.com	Arthur R. Case
10	Dahlem, William H	1005812	1979	06	01	william.h.dahlem@delphi.com	William H. Dahlem
11	Davidson, John	1004566	1979	06	29	john.davidson@delphi.com	John R. Davidson
12	Disher, James	1020118	1967	06	12	jim.disher@delphi.com	James E. Disher
13	Downs, Steve	1004531	1976	01	19	steven.l.downs@delphi.com	Steve Downs
14	Edney, Douglas	1004893	1976	11	01	doug.edney@delphi.com	Doug Edney
15	Emens, Jon	1005474	1999	06	28	dona.emens@msn.com	Jon Emens
16	Fincher, Wayne	1005217	1995	05	01		Wayne Fincher
17	Fuller, Harry	1004679	1976	09	07	harry.fuller@delphi.com hfuller3660@charter.net	Harry L. Fuller
18	Gargis, David	1004387	1985	02	25	degargis@aol.com charles.e.goodwin@delphi.com	David Gargis
19	Goodwin, Charles	1004512	1985	05	20	charlie01@charter.net	Charles E. Goodwin
20	Greenlee, Steve	1004908	1979	04	09	steve.greenlee@delphi.com	Steve D. Greenlee
21	Hamilton, Markus	1005002	2000	01	03		Markus Hamilton
22	Heath, Michael	1006092	1973	06	18	mike.heath@delphi.com	Michael B. Heath
23	Hill, Patricia	1004382	1984	05	16	patricia.hill@delphi.com	Patricia Hill
24	Inscho, Gayle	1012302	1976	08	09	gayle.inscho@delphi.com	Gayle Inscho
25	Johnson, William H	1004342	1978	12	20	william.h.johnson@delphi.com	William H. Johnson
26	Jones, Marcia	1016462	1978	12	04	marcia.jones@delphi.com	Marcia Jones
27	Knable, Ken	1006695	1982	06	01	kenknable@aol.com	Ken Knable
28	Koontz, Dustin	1015861	1995	10	16	wolfpack.koontz@gmail.com	Dustin Koontz
29	Landers, Orvil	1026756	2005	03	16	orvil735i@live.com	Orvil Landers
30	Mathis, Roger	1005212	1981	03	23	roger.k.mathis@delphi.com	Roger K. Mathis
31	Matsos, Tim	1004702	1984	02	06	TimMats@aol.com	Tim Matsos
32	McKelvey, Greg	1005479	1978	06	01		Greg McKelvey
33	McNalley, Ricky	1005505	1979	01	08	Ricky.McNalley@gmail.com iamcneese@aol.com	Ricky McNalley
34	McNeese, Julie	1005270	1986	06	08	julie.mcneese@delphi.com	Julie McNeese
35	Miller, Laura	1004262	1983	05	01	lemiller97@aol.com	Laura E. Miller
36	Mims, Robert L	1003920	1976	08	23	lynn.mims@delphi.com	Robert L. Mims

37	Montgomery, William	1004913	1975	11	03	don.montgomery@delphi.com	<i>Don Montgomery</i>
38	Morgan, Tony	1004898	1978	03	20	tony.morgan@delphi.com	<i>Tony Morgan</i>
39	Mueller, Jimmy	1005111	1985	02	25	jimmymueller@charter.net	<i>Jimmy Mueller</i>
40	Nowell, Martha	1013138	1979	08	13	martha.nowell@delphi.com	<i>Martha Nowell</i>
41	Owens, Edward	1005101	1977	10	12	ed.owens@delphi.com	<i>Edward Owens</i>
42	Parker, Thomas J.	1004717	1995	11	13	Thomas.J.Parker@delphi.com	<i>Thomas J. Parker</i>
43	Rumrill, David	1011684	1976	04	06	david.d.rumrill@delphi.com	<i>David D. Rumrill</i>
44	Scruggs, Horace	1005340	2000	03	06	hscruggs@knoledgy.net	<i>Horace Scruggs</i>
45	Segars, Dana	1004288	1996	09	16	dana.s.segars@delphi.com	<i>Dana Segars</i>
46	Sloan, Steve	1016457	1973	06	11	steve.sloan@delphi.com	<i>Steve Sloan</i>
47	Smith, Bascom	1009942	1969	01	13	bascom.smith@delphi.com	<i>Bascom Smith</i>
48	Standridge, Brannon	1004992	2000	03	01	brannon.standridge@gmail.com	<i>Brannon Standridge</i>
49	Stover, Jackie	1005070	1978	07	10	jackie.stover@delphi.com	<i>Jackie Stover</i>
50	Thompson, James	1013266	1978	01	12	jim.thompson@delphi.com	<i>Jim Thompson</i>
51	Treloar, Mark	1017513	1984	11	05	mark.treloar@charter.net	<i>Mark Treloar</i>
52	Turner, Larry	1006373	1999	02	23	larry.turner@delphi.com	<i>Larry Turner</i>
53	Uptigrove, Michael	1013367	1968	11	02	michael.uptigrove@delphi.com	<i>Michael Uptigrove</i>
54	Wagner, Bradford	1005495	1977	05	09	scott.wagner@delphi.com	<i>Bradford B. Wagner</i>
55	Wallace, Carol	1004833	1999	11	16	frezera@bellsoth.net	<i>Carol Wallace</i>
56	Watkins, Phillip	1014512	1975	12	01	phil.watkins@delphi.com	<i>Philip C. Watkins</i>
57	Wilson-Noack, B M	1016853	1999	01	01	marie.noack@delphi.com	<i>B M Wilson-Noack</i>
58	Winton, Nathaniel	1004684	1978	04	17	nat.winton@delphi.com	<i>Nathaniel Winton</i>

Delphi Corporation
Separation Allowance Plan Release of Claims

I have been separated from my employment with Delphi Corporation ("Delphi") effective _____, 200__ under terms which make me eligible for benefits under the Separation Allowance Plan (the "Plan"). These benefits include Severance Pay in the total amount of \$_____, less applicable deductions, to be paid in _____ semi monthly installments commencing on _____, 200__, and Other Transition Assistance, comprised of outplacement assistance and \$2000 which I may, at my discretion, use to help pay for the continuation of health care coverage through Delphi; provided, however, that, if I am eligible to retire with corporate contributions for health care in retirement at the time of my separation, I am not eligible for this \$2,000. I acknowledge that the consideration provided for in this Release of Claims is in excess of anything I would otherwise be entitled to receive absent my signing this Release of Claims.

In consideration for receiving these benefits, I, for myself, family, heirs, and representatives, release, remise, and forever discharge Delphi, General Motors Corporation, and their respective officers, shareholders, subsidiaries, affiliates, joint ventures, employee benefit plans, agents and employees, successors, and assigns from any and all manner of actions, causes of actions, suits, proceedings, damages, costs, and claims whatsoever in law or in equity (collectively "Claims"), which I have or may have based upon or in connection with my employment with or separation from Delphi. This release specifically includes all Claims under the Employee Retirement Income Security Act of 1974, as amended, which regulates employee benefit plans; Title VII of the Civil Rights Act of 1964, as amended, which prohibits discrimination in employment based on race, color, national origin, religion, or sex; the Americans with Disabilities Act, which prohibits discrimination in employment based on disability; the Age Discrimination and Employment Act, which prohibits discrimination in employment based on age; the Equal Pay Act, which prohibits wage discrimination; state fair employment practices or civil rights laws; and any other federal, state or local law, order, or regulation or the common law relating to employment or employment discrimination, including those which preclude any form of discrimination based on age. This includes, without limitation, Claims for breach of contract (either express or implied), slander, libel, defamation, and wrongful discharge. This release does not apply to Claims that are not subject to waiver under applicable law. This covers Claims I know about and Claims I do not know about; but does not cover Claims that arise after I separate from Delphi.

I understand that, by accepting benefits under the Plan, I will no longer be entitled to receive any disability benefits (short-term, long-term, or total and permanent) under the Delphi Life and Disability Benefits Program for Salaried Employees of the Delphi Retirement Program for Salaried Employees relating to any disability that arose or arises at any time, and if I am currently receiving or am eligible to receive disability benefits as of the effective date of this Release of Claims, I understand that such benefits or eligibility for such benefits will cease upon the effective date of this Release of Claims.

I have been given a minimum of forty-five (45) calendar days to review this Release of Claims and a written notice of the ages and job titles of all individuals in the same job classification or organizational unit who were (i) selected and (ii) who were not eligible or not selected for separation. I understand that I may use as much of this forty-five (45) day period as I wish. I have been advised to consult an attorney before signing this Release of Claims, but understand that whether or not I do so is exclusively my decision. I understand that I may revoke this Release of Claims within seven (7) days of my signing it. To be effective, the revocation must be in writing and must be received by _____ before the close of business on the seventh (7th) day after I sign this Release of Claims.

I acknowledge that Delphi has made no prior representations, promises, or agreements relating to my employment and separation contrary to this Release of Claims. I understand that I am not eligible for benefits Delphi provides under any other separation program and that I will not be eligible for any enhancements Delphi may subsequently make to the benefits provided under the Plan. This Release of Claims constitutes the entire and only understanding between Delphi and me regarding my separation. If any provision or portion of this Release of Claims is held unenforceable or invalid, all remaining provisions of this Release of Claims remain in full force and effect.

BY SIGNING BELOW, I ACKNOWLEDGE THAT I HAVE READ THIS RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS. I AFFIRM THAT I UNDERSTAND AND VOLUNTARILY AGREE TO ITS TERMS.

Signed: _____

Delphi Identification Number (DIN): _____

Dated: _____

Accepted: _____
Delphi Corporation

POLICY PROVISIONS

Eligibility

Separation Allowance Plan benefits are payable to U.S. employees compensated as regular or flexible service salaried employees, who are separated from employment as the result of an Eligible Termination which includes without limitation:

- Mutually Satisfactory Release;
- Certain Special Separations which may include:
 - The closing of an office or business location;
 - A reduction in force;
 - Downsizing;
 - Restructuring, reorganization or re-engineering of a business group, unit or department;
 - Job elimination; or
 - Other circumstances Delphi determines which may or may not be characterized as a Limited Program of Terminations

Separation Allowance Plan benefits are not payable in the event of employment termination as a result of:

- Retirement;
- Quit (which includes an employee's failure to accept a suitable offer of employment);
- Discharge (for personal misconduct);
- Voluntary termination of employment unless the termination results from participation in a special incentive separation program which treats the separation as an Eligible Termination.
- Transfers between the Corporation and any of its wholly owned or substantially wholly owned domestic and foreign subsidiaries or other entity owned by Delphi;
- Separation arising out of outsourcing, the sale of a corporate unit, merger or other combination, spin-off, reorganization, liquidation, dissolution, or other winding up involving Delphi where the employee continues or is offered the opportunity to continue employment;
- A court decree;
- Death;
- Release due to unsatisfactory performance while in the Orientation and Development period;
- Final Release.

Severance Pay

Eligible Employees who do not sign a Release of Claims will be eligible to receive one (1) month's base pay.

Eligible Employees who sign and do not revoke a Release of Claims will be eligible to receive Severance Pay according to the following schedule:

Length of Service	Months of Severance Pay
0 but less than 5	3 months
5 but less than 10	4 months
10 but less than 15	6 months
15 but less than 20	8 months
20 but less than 25	10 months
25 or more	12 months

Severance Pay will be:

- Based on the employee's unbroken length of service, calculated on full, 12 month, years of service.
- Calculated on the last monthly base salary except for those employees returning to "regular active" from "flexible service" status. An Employee who, at the time he or she is notified of their Eligible Termination, was a "flexible service" employee for less than 60 days and who, immediately prior to being classified "flexible service", was a "regular active" employee will be returned to "regular active" status for purposes of determining Severance Pay.
- Paid in semi-monthly payments based on the above table
- Taxable

- Severance Payments will begin the first regularly scheduled payroll following the date of separation if Human Resources received the signed Release of Claims and the seven-day revocation period has expired prior to the payroll processing cutoff. Otherwise, the Severance Payments will begin on the first available payroll processing date following receipt of the signed Release of Claims and expiration of the seven-day revocation period
- Payments may be reduced by any amount owed by the Employee to the Corporation.
- Severance Payments are issued as payroll live check, direct deposit will discontinue

Other Transition Assistance

Other Transition Assistance consists of (1) the opportunity to utilize Delphi-provided outplacement services to assist employees in obtaining employment outside the Corporation and (2) a \$2,000 payment included in the last regularly scheduled payroll check which the Employee, at his or her discretion, may use toward COBRA health care continuation coverage through Delphi if the employee is not eligible to retire with Corporate contributions for health care in retirement at the time of the separation. Employees who are eligible to retire with corporate contributions for health care in retirement at the time of the separation are not eligible for this \$2,000 payment. The local HR Representative will assist in scheduling outplacement service. Use of the outplacement service should commence within sixty days of separation and will generally be limited to six months in duration.

- Eligible Employees who sign a Release of Claims will receive Severance Pay and Other Transition Assistance.
- Eligible Employees who do not sign a Release of Claims will not be eligible for Other Transition Assistance.

Vacation

- During Transformation employees impacted by involuntary programs will vest vacation on a monthly basis. Employees may use or receive payment for vacation based on last month worked. Example: Separation effective 5/1/2008, vacation vested four (4) months or 33.3%. Vacation for an employee with 5 yrs service = 120 hours, $(120 \times .333 = 39.96)$ hours vested, round to nearest whole or 40 hours of entitlement. Employees eligible for the four (4) additional days, (hired before 12/31/2000) will vest under the same criteria above.
- Retirement-eligible employees will receive 100% of their annual vacation entitlement, including additional vacation days (if length of service date is on or before 12/31/2000), if effective date of retirement is on or after March 1. For retirements effective February 1, the maximum allowable vacation days is equal to number of working days for the month of January.
- Employees impacted by the involuntary programs will be allowed to revoke their deductions for purchased days with their final regularly scheduled paycheck. Employees may use or receive payment for days purchased through payroll deductions; however no payment may be received after the plan year. Employees who have used more days than deducted through payroll will have the remaining dollars deducted from their last regularly scheduled paycheck. Vested vacation must be utilized prior to purchase days.

Company Car Allowance

- Company car allowances will be discontinued at the end of the pay period in which the last day of work occurred.

Tuition Assistance

- Separated employees who have started a class prior to their employment being severed will be able to use Tuition Assistance for the class.
- Separated employees who are not in class prior to their employment being severed may not use Tuition Assistance.

Incentive Compensation

- Employees must be on the active roll on date of the incentive compensation payout to be eligible to receive incentive compensation. Eligible employees who retire or accept a separation payment under Separation Allowance Plan guidelines prior to the payout maintain their eligibility to receive a prorated award.

Flexible Compensation Payment

- The Flexible Compensation payment or installment into S-SPP will be discontinued at the end of the month of separation for eligible employees. If an employee separates on or before 3/14/08 and elected the lump sum they are not eligible to receive the 3/14/2008 FCP.
- Employees who are eligible to retire under the Separation Allowance Plan guidelines maintain their eligibility to receive the Flexible Compensation Payment (FCP), if effective date of separation is on or after 2/1/08.

DELPHI

December 5, 2008

To All Delphi U.S. Salaried Employees:

Delphi is operating in unprecedented and difficult times. While we have done an outstanding job thus far supporting our customers, managing our supply base, and growing our business for the future, we continue to face great challenges.

We have continued to examine every aspect of our business as part of our restructuring efforts. We realigned our product portfolio, renegotiated labor agreements, eliminated many jobs, and changed compensation, benefits, and policies to restructure globally and to emerge from Chapter 11 in the United States. However, given recent events, we must immediately adjust to rapidly declining volumes and conserve cash globally. We have been implementing reductions in capital spending and inventory in line with falling volumes. In addition to these efforts, we are reviewing salaried compensation, benefits and policies globally, making changes as necessary to ensure competitiveness and affordability.

As part of this review, the following changes are effective January 1, 2009 for U.S. salaried employees:

Short Term Layoff Policy: In order to address business conditions including short term volume swings, OEM program delays or other temporary business slow downs, Delphi has established a salaried temporary layoff policy. Delphi may identify salaried employees who will be placed on short term layoff in one week increments for a maximum of 13 weeks. While on layoff, employees will remain on active status but receive 50% of base pay for each week(s) on layoff. Employees will continue to accrue credited service for eligibility to retire under the Delphi Retirement Program for Salaried Employees, but employee and company contributions to the Delphi Salaried Retirement Savings Program (SRSP) will be based upon the reduced weekly earnings. Most other benefits will not be impacted (e.g. health care, life insurance, etc.).

The Flexible Compensation Payment: The \$1,200 per employee Flex Comp Payment for employees hired prior to 2001 will be suspended for 2009 and not paid. Suspension of this payment will result in approximately \$10M of cash avoidance in the first quarter of 2009. The additional four days provided as part of this payment for employees hired prior to 2001 are also suspended. All employees are eligible to purchase additional vacation days during the annual Vacation Purchase process which will be rolled out in early January.

The Tuition Assistance Program: Tuition Assistance will be suspended for all classes commencing in 2009.

Adoption Assistance Program: Adoption Assistance will be suspended for all of 2009.

Relocation Policy: Changes have been made to the loss on sale provisions of the U.S. relocation policy. Specific change details can be found on my.delphi.com.

Delphi Separation Allowance Plan for U.S. Salaried Employees: Based upon expected long-term volume reductions and projected revenues in the near term and the need to continue to size the company for those reduced volumes, additional salaried employment and contract service reductions will occur. As we benchmark our salaried severance program against companies of similar size and revenue, we are changing our U.S. salaried Separation Allowance Plan policy.

To All Delphi U.S. Salaried Employees
Page 2

Effective March 1, 2009, for employees who have not previously signed a release of claims agreement, the Severance Pay available to classified salaried employees separated as the result of an Eligible Termination under the Separation Allowance Plan will be realigned and capped at 6 months as listed below:

0 but less than 5 years of service:	1 month
5 but less than 10 years of service:	2 months
10 but less than 15 years of service:	3 months
15 but less than 20 years of service:	4 months
20 but less than 25 years of service:	5 months
25 or more years of service:	6 months

Also, as previously communicated to affected individuals, commencing with separations initiated in November, Severance Pay will be paid in semi-monthly installments (consistent with payroll processing) rather than in a lump sum.

Information regarding all of these changes can be found on my.delphi.com.

We will continue to monitor competitive trends and practices. There may be additional changes in the near future, particularly if competitive practices continue to shift and the global economy continues to decline. If additional changes are required, we will notify you as soon as practical.

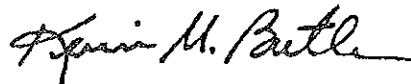
We realize these measures personally impact you, but hope you understand that the decisions are necessary and were made only after thoughtful and thorough consideration.

The Delphi leadership team remains grateful for your dedication and hard work in support of our customers and to ensure a stronger, viable Delphi. Questions regarding this letter may be directed to your local HR Department.

Sincerely,



John D. Sheehan
Vice President and CFO
Delphi



Kevin M. Butler
Vice President Human Resources
Delphi



February 5, 2009

To Delphi U.S. Salaried Employees:

As referenced in the letter distributed today to Delphi's global salaried workforce, Delphi, like others in the automotive sector, continues to face serious challenges created by a weakened global economy and its effect on the automotive industry. U.S. light vehicle sales for 2009 are down roughly 22% from an already slower 2008, and down nearly 40% from volumes experienced at the beginning of this decade. At current forecasts, 2009 U.S. light vehicle sales will reach their lowest level since 1982.

Delphi must respond to these market and economic realities by taking a series of difficult but necessary actions, applicable to U.S. salaried employees.

- The U.S. 2009 merit plan and annual incentive payments (AIP) for eligible executives and U.S. non-executive salaried employees will be suspended in 2009. Suspending these programs in the U.S. and other locations will assist in generating cash flow in 2009.
- Additionally, effective April 1, 2009, Delphi will cease to provide health care and life insurance in retirement to salaried employees and retirees.

In these extraordinary economic times, it is necessary for Delphi to discontinue these benefits in order to work towards further modifications to its plan of reorganization that will enable the company to emerge from chapter 11 reorganization as soon as practicable. Delphi acknowledges these actions will impose a real hardship on former beneficiaries of these programs. However, the company's recognition of this hardship, which allowed Delphi to continue these benefits in a more robust economic environment, regretfully does not support continuing these programs in the current economic environment.

On February 4, 2009, Delphi filed a motion with the U.S. Bankruptcy court regarding the aforementioned benefits in retirement. The benefits are generally referred to as Other Post Employment Benefits (OPEB). You will receive a copy of the motion in the mail at your home address. A copy of the motion can also be found on www.delphidocket.com. Any responses to the motion will need to be filed with the Bankruptcy Court no later than February 17, 2009.

The change does not impact active employees hired prior to January 1, 1993 until they retire. Active employees who were hired after January 1, 1993 but prior to January 1, 2001 will no longer receive the 1% Corporate contribution made into their 401(k) account in lieu of health and life coverage in retirement. Employees hired on or after January 1, 2001 are not affected by this change because they did not have any health or life coverage in retirement based upon their date of hire. Effective April 1, 2009, current and future retirees will have access to Delphi coverages but will be required to pay the full cost of coverages continued. Impacted retirees will be notified of these changes in a separate communication and will be provided the information about continuing their coverages at their own expense. Questions about this change and/or the ability to purchase alternative coverage may be directed to the National Benefits Center at 1-866-335-7444.

Page 2

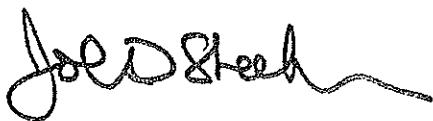
- In December 2008, Delphi advised U.S. salaried employees that the Separation Allowance Plan severance schedule would be changed to cap at 6 months based upon length of service. The March 1, 2009 implementation date accommodated previously approved commitments to employees (e.g. specific wind down situations). Additionally, the date was based upon our projected customer volumes and workforce reduction plans at that time. However, rapidly deteriorating business conditions make it necessary to apply the new schedule to all classified salaried employees who were provided release of claims agreements after January 5, 2009.
- Effective January 1, 2009, all vacations will vest on a month-to-month basis. Employees who retire or separate from service will be eligible only for prorated vacation days prior to their last day of work based upon their date of separation in the calendar year. This change will be reflected in all Separation Allowance Plan documents presented to employees beginning today.
- Service Awards will be suspended until further notice. At the point in time Delphi is able to reinstate this program, missed anniversary dates during the suspended period will be recognized.
- Cash payments (\$50) to be made in May 2009 to employees who completed Health Risk Assessment Questionnaires will be suspended until further notice. This suspension includes employees who have already completed forms.

Delphi is among many companies throughout the world examining all policies, compensation and benefits in response to a weakened global economy. This week, Delphi employees in all regions of the world are being advised of similar changes affecting their site, country or region.

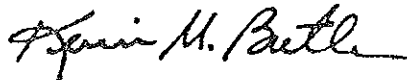
In this dynamic environment, it is possible that additional cost cutting measures will be necessary in response to changing business conditions; in that event, we will do our best to notify you as early as we can if and when further measures are needed. Except as otherwise directed, should you have questions about this letter or the information provided, please contact your local HR department.

We regret that these changes are necessary, but please understand the changes are only implemented after careful consideration of many factors, including the impact on Delphi people. We believe these changes are necessary to exit bankruptcy and maintain a viable global business.

Sincerely,



John D. Sheehan
Vice President and CFO
Delphi



Kevin M. Butler
Vice President Human Resources
Delphi